

Hospital Diversion Pilot Project

QUESTIONS

Firefighter Safety: Rehab



Presented by: Deputy Chief Brady Leffler

It is the policy of the Mesa Fire Department that no member be permitted to continue emergency operations beyond safe levels of physical or mental endurance.

Rehab 206 is also available to support extended Police operations at the request of command.

Establishing Rehab Sector

- Decreases the risk of injury and illness.
- Allows members to return to duty in better physical and mental condition.
- Allows Public Safety personnel to ultimately provide a higher level of service.

Command Responsibilities

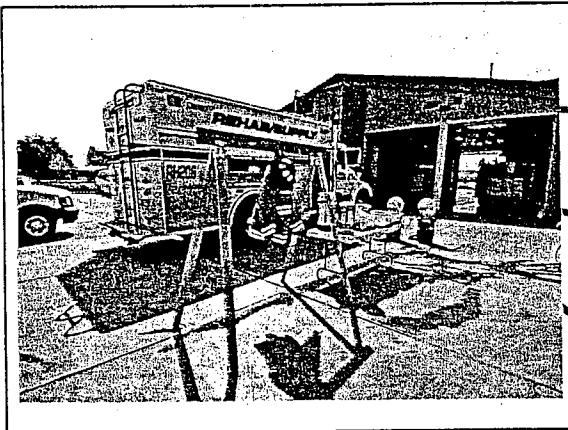
- Establish Rehab Sector on all working fires.
- Assign companies to Rehab for a minimum of 20 minutes and meet rehab criteria before reassignment.
- Request additional resources as needed.
- Special consideration must be given when the Heat Index reaches 105 degrees.

Rehab Sector

- Rehab Truck
- Utility Truck
- Ambulance
- Engine company with advanced life support equipment.
- CISM team member as needed.

Rehab Functions

- Medical assessment including vital signs and treatment/ transportation for illness or injuries.
- Rest, hydration and refreshments.
- Initial stress support assessment.
- Reassignment determination.



QUESTIONS

Fire Department

Succession Management

July 5, 2005

Background

- Previous reactive hiring practice was assisting with maintaining personnel #'s
- With our history in the past, the Fire Dept. could cover vacancies until the next academy
- In 2001 a new retirement option for sworn Police and Fire employees, Deferred Retirement Option Plan [DROP] was adopted

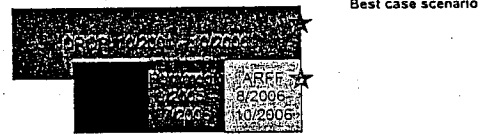
Specific Example:

Firefighter Paramedic & ARFF Certification

Current Practice:



Proposed Practice:



★ = Employee separates from COM

★ = Employee replaced

Current Situation

- 1/3rd (147) of FD civilian & sworn members eligible to retire by the end of 2006.
- 15% (57) of sworn Fire Dept. employees are in DROP
- 37% (9) of our Chief Officers are in DROP
 - All of them are retirement eligible, except "2" who will be in approximately one year
- 27% (26) of our Captains are in the DROP
- Special Certifications in DROP
 - ARFF = 18
 - Paramedic = 12
 - Haz Mat = 5
 - TRT = 4

Staffing Plan

- Growth
 - Proactive hiring & certification
- Attrition
 - Proactive hiring & certification
- Develop Chief Officers & Captains
 - Succession management
- Succession Management
 - Temp promotions to mentor employees

Training

Move Up

Assign with incumbent

Work on assigned projects

example: a fire engineer promoted to captain, off a fire apparatus, is temp promoted to redesign the SOP's that regulate the fire apparatus

Succession Planning

Apprenticeship modules for Chief Officer positions

Identified as TAD Group 1 positions